

Indiana Civil Rights Commission  
**AGENCY MONTHLY REPORT**  
March 2015



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Executive Director

# Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337	287	315	326	314	364				3048
Number of Complaints Drafted	162	143	115	117	92	140	130	137	135				1071
% of inquiries drafted	43%	40%	31%	35%	32%	43%	40%	44%	37%				38%
Employment	125	118	90	78	71	107	99	98	58				844
Housing (Real Estate)	21	17	14	12	16	17	13	11	8				129
Public Accommodation	14	7	9	20	3	13	12	18	6				102
Credit	1	0	1	0	0	0	1	0	0				3
Education	1	0	1	5	2	3	5	10	3				30
Unknown	0	0	0	0	0	0	0	0	0				0
Number of Complaints Formalized	95	103	71	96	71	64	82	65	75				722
Employment	60	85	47	70	43	48	57	49	58				517
Transferred from EEOC*	0	10	1	0	0	0	0	3	10				24
Housing (Real Estate)	23	9	17	20	18	8	13	6	8				122
Transferred from HUD**	4	1	5	4	1	1	3	3	5				27
Public Accommodation	12	9	7	5	10	5	8	6	6				68
Credit	0	0	0	1	0	0	1	0	0				2
Education	0	0	0	0	0	3	3	4	3				13

\*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

\*\*Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

# Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337	287	315	326	314	364				3048
Region 1	41	32	35	40	33	26	30	37	34				308
Region 2	40	23	38	27	26	28	24	22	27				255
Region 3	30	29	35	28	22	24	21	24	27				240
Region 4	11	11	12	17	17	8	14	12	13				115
Region 5	180	177	138	138	124	157	151	126	131				1322
Region 6	18	33	31	19	17	23	29	19	32				221
Region 7	10	10	15	9	10	9	6	17	12				98
Region 8	25	19	24	22	16	21	18	20	19				184
Region 9	17	17	35	29	20	14	20	21	30				203
Unknown/Out of State	9	6	7	8	2	5	8	16	39				100

**Region 1:** Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

**Region 2:** St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

**Region 3:** LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

**Region 4:** White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

**Region 5:** Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

**Region 6:** Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

**Region 7:** Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

**Region 8:** Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

**Region 9:** Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

**Unknown:** If the location of the inquiry cannot be identified or is located out of state.

# Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
<b>% of Aged Cases by Area</b>													
Employment	12%	10%	9%	19%	19%	18%	15%	12%	12%				<b>14%</b>
Housing (Real Estate)	0%	10%	16%	16%	17%	8%	14%	18%	5%				<b>12%</b>
Public Accommodation	19%	16%	14%	18%	13%	15%	37%	20%	19%				<b>19%</b>
Credit	0%	0%	0%	50%	50%	0%	0%	0%	50%				<b>17%</b>
Education	31%	34%	30%	29%	29%	9%	20%	11%	9%				<b>23%</b>
<b>Open Cases by Area</b>													
Employment	701	759	762	781	780	793	795	813	821				
Housing (Real Estate)	75	67	63	55	63	63	61	44	46				
Public Accommodation	98	104	104	100	107	112	118	114	117				
Credit	1	1	1	1	2	2	3	2	3				
Education	39	39	43	31	28	29	33	35	35				

# Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
<b>Number of Cases Closed</b>	80	44	59	78	63	43	53	62	45				<b>527</b>
Employment	63	24	28	42	44	32	35	27	34				<b>329</b>
Housing (Real Estate)	5	18	20	23	14	9	16	24	7				<b>136</b>
Public Accommodation	5	2	8	8	2	1	2	10	3				<b>41</b>
Education	7	0	3	5	3	1	0	1	1				<b>21</b>
Credit	0	0	0	0	0	0	0	0	0				<b>0</b>
<b>Type of Closure</b>													
NPC	58	13	32	42	39	29	33	35	20				<b>301</b>
CWS	10	9	9	21	14	5	8	9	10				<b>95</b>
CW	6	5	2	3	3	1	3	4	4				<b>31</b>
AD	4	14	16	11	7	6	9	10	6				<b>83</b>
FO	2	2	0	1	0	2	0	4	5				<b>16</b>

# Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7	9	1	7	1	0				<b>30</b>
Employment	3	1	0	5	5	1	1	1	0				<b>17</b>
Housing (Real Estate)	0	0	0	1	4	0	3	0	0				<b>8</b>
Public Accommodation	0	1	0	1	0	0	0	0	0				<b>2</b>
Education	0	0	0	0	0	0	0	0	0				<b>0</b>
Credit	0	0	0	0	0	0	0	0					<b>0</b>
Active Cases													
Employment	34	34	34	34	34	40	42	43	35				
Housing (Real Estate)	12	7	12	12	12	11	16	15	16				
Public Accommodation	7	3	7	7	7	6	5	7	6				
Education	4	5	4	4	4	5	4	5	5				
Credit	0	0	0	0	0	0	0	0	0				
Average Age of Cases since NOF*	287	298	332	312	295	298	305	328	379				

\*NOF (Notice of Finding). This includes cases that are now pending in state court.

## Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

No Cause Findings for the month of March

## Final Orders

This section provides information on cases that receive Final Orders by The Commission.

**Pitcock v Hunter's Ridge** is a housing case based on disability. Complainant alleged that he was denied housing because of his disability. The case was closed with settlement.

**Lewis v Creative Hairstyling** is an education case based on sex/sex harassment. Complainant alleged that she was sexually harassed by her instructor. The case was closed in favor of the Respondent as it was determined that the Complainant failed to meet her burden of proof.

**Mashburn v Deja Vu** is an employment case housing case based on disability. Complainant alleged that she was terminated due to her disability. The case was settled.

**Ogden v Patriot Municipal** is an employment case based on sex. Complainant alleged that she was demoted because of her sex. The case was settled.

**Whitfield v MFSE** is an employment case based on sex. Complainant alleges that she was terminated because of her sex. The case was settled.

## Articles of Interest:

**Indianapolis Hampton Inn operators held in contempt for breaching EEOC consent decree settling earlier class race bias suit**

<http://eeoc.gov/eeoc/newsroom/release/3-25-15.cfm>

**HUD to implement protections for survivors of domestic violence**

[http://portal.hud.gov/hudportal/HUD?src=/press/press\\_releases\\_media\\_advisories/2015/HUDNo\\_15-027a](http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-027a)

**HUD and Census Bureau announce residential sales from February**

[http://portal.hud.gov/hudportal/HUD?src=/press/press\\_releases\\_media\\_advisories/2015/HUDNo\\_15-032](http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-032)

**HUD and Census Bureau announce residential construction activity stats**

[http://portal.hud.gov/hudportal/HUD?src=/press/press\\_releases\\_media\\_advisories](http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories)

**EEOC seeks public input on plan to review its significant regulations**

<http://www.eeoc.gov/eeoc/newsroom/release/3-18-15.cfm>

**State of Indiana seeking nominations for Mr. and Miss Math and Science**

<http://www.wbiw.com/state/archive/2015/03/state-of-indiana-seeking-nominations-for-mr-and-miss-math-and-science-awards.php>

**Towns prohibit disabled soldier's pit bull**

<http://www.jconline.com/story/news/2015/03/02/towns-prohibit-disabled-soldiers-pit-bull/24281477/>